

# Environmental Services



## Department Description

The Environmental Services Department ensures that all residents of San Diego are provided with a clean, safe, and ecologically-sound environment. The Department pursues waste management strategies that emphasize waste reduction and recycling, composting, and environmentally-sound landfill management to meet the City's long-term disposal needs, oversees the management of the City's energy use and programs, explores innovative options to increase energy independence, and works to advance more sustainable practices within the City and community.

The Collection Services Division provides weekly residential refuse collection, bi-weekly curbside collection of recyclable commodities and greens materials, and the collection and maintenance of street litter containers in business districts. The Division also procures, delivers, and maintains City-owned automated refuse, recycling, and greenery containers.

The Energy, Sustainability, and Environmental Protection Division manages the City's energy demand and conservation programs, explores innovative options to increase energy independence, supports regulatory compliance at City facilities, and works to advance more sustainable practices within the City and community. This is accomplished through technical assistance and project implementation for energy conservation and renewable energy, hazardous materials management, underground storage tank engineering, lead and asbestos compliance, hazardous substances enforcement at the Miramar Landfill, household hazardous waste collection, and the San Diego Sustainable Community Program.

The Waste Reduction and Disposal Division provides waste reduction education, technical assistance, and waste reduction and recycling programs to residents and business owners within the City of San Diego. The Division enforces solid waste and recycling codes, conducts illegal dump abatements and community cleanups, operates a full-service landfill and organic recycling facility for public use, and maintains eight closed landfills and eight inactive burn sites.

The Office of the Director facilitates the Department's delivery of quality environmental programs through the provision of administrative and regulatory support, community outreach and education, franchise and fiscal management, facility maintenance, human resources and training, information system management, customer service, and safety programs focusing on accident and injury prevention.

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The Department's mission is:

*To provide reliable solid waste management, resource conservation and environmental protection to preserve public health and ensure sustainable communities for future generations*

## Goals and Objectives

The following goals and objectives represent the action plan for the Department:

### ***Goal 1: Protect the environment and preserve natural resources***

The City of San Diego's Environmental Services Department provides solid waste services to all eligible residents and manages environmental programs designed to enhance the community and preserve the quality of life for future generations. The Department will move toward accomplishing this goal by focusing on the following objectives:

- Preserve the capacity of the Miramar landfill and reduce the waste stream
- Reduce greenhouse gas emissions
- Provide services to the community that will increase protection of human health and the environment

### ***Goal 2: Promote fiscal integrity***

It is a priority of the Department to utilize its allocated resources efficiently and provide its customers with cost effective services to improve the community in which we live. The Department will move toward accomplishing this goal by focusing on the following objective:

- Ensure that systems are in place and utilized to protect and enhance fiscal resources

### ***Goal 3: Ensure excellence in service delivery***

It is a priority of the Department to provide exceptional customer service to those it serves. The Department will move toward accomplishing this goal by focusing on the following objectives:

- Maintain high customer satisfaction and respond to customer service requests in a timely manner
- Manage Environmental Education and Outreach contracts serving local schools and the community

### ***Goal 4: Maintain a responsive, safe, and innovative work force***

It is a priority of the Department to ensure that all employees, especially those working in the community, are provided sufficient training to ensure that they are operating safely throughout San Diego's neighborhoods. The Department values employee ideas, and supports a culture of enhancing productivity and innovation. The Department will move toward accomplishing this goal by focusing on the following objective:

- Build a sustainable organization through learning and training opportunities

## Service Efforts and Accomplishments

The Collection Services Division continued to refine citywide trash and recycling collection 10-hour route designs. This re-route project saved \$4.4 million in the General Fund and the Recycling Enterprise Fund due to reduced vehicle and staff requirements. The City ceased waste collection services to residential developments serviced under hold harmless agreements and to small commercial enterprises. This reduction of approximately 18,800 customers is anticipated to reduce program costs by \$1.3 million.

The Department applied and received approval for more than \$18.0 million in grant funding from the State and federal governments to be used over the next three years to enhance programs for lead abatement, energy efficiency and renewable energy, used oil recycling, and climate mitigation and adaptation.

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The Waste Reduction and Disposal Division achieved a 68 percent diversion rate of recycled materials from disposal for the City. The Division has also increased recycling services provided to businesses and multi-family residents by 20 percent, increased sales revenue from recycled soil amendments by 30 percent, and achieved a 95 percent satisfaction rating for its environmental educational outreach in the community.

## Key Performance Indicators

Performance Measure	Actual FY2010	Actual FY2011
1. Collection Services complaint rate (per 10,000 stops)	5.8	7.7
2. Diversion rate of recycled materials from disposal	66% <sup>1</sup>	68%
3. Number of State Minimum Standard Notice of Violations (NOVs) received	2 <sup>2</sup>	5 <sup>3</sup>
4. Tons of household hazardous waste diverted from the Miramar Landfill	420	444
5. Average number of training hours per employee	8.62	9.96
6. Satisfaction rate of environmental education and outreach survey	100%	95%

<sup>1</sup> The diversion rate is a Calendar Year 2010 figure determined by the California Department of Resources Recycling and Recovery (CalRecycle).

<sup>2</sup> One of the two violations received from CalRecycle for landfill gas migration was rescinded in February 2011.

<sup>3</sup> Three of the violations occurred in Fiscal Year 2009 and Fiscal Year 2010 and were originally assigned to Fortistar, a private company that operates and maintains Miramar Landfill's landfill gas system and then reassigned to ESD in the last week of the fiscal year. The violations were for non-compliance with the Air Pollution Control District's (APCD) regulatory standards. The City is currently in discussion with the APCD and Fortistar to determine if these three violations were correctly assigned to the City.



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## Department Summary

	FY2011 Budget	FY2012 Adopted	FY2011–2012 Change
Positions	428.43	411.79	(16.64)
Personnel Expenditures	\$ 37,205,976	\$ 37,841,075	\$ 635,099
Non-Personnel Expenditures	52,457,078	54,133,252	1,676,174
<b>Total Department Expenditures</b>	<b>\$ 89,663,054</b>	<b>\$ 91,974,327</b>	<b>\$ 2,311,273</b>
<b>Total Department Revenue</b>	<b>\$ 50,330,852</b>	<b>\$ 53,724,202</b>	<b>\$ 3,393,350</b>

## General Fund

### Department Expenditures

	FY2011 Budget	FY2012 Adopted	FY2011–2012 Change
Collection Services	\$ 29,565,432	\$ 30,111,388	\$ 545,956
Energy Sustainability & Enviro Protect	1,580,804	1,854,659	273,855
Office of the Director	1,323,071	1,367,801	44,730
Waste Reduction & Disposal	92,339	-	(92,339)
<b>Total</b>	<b>\$ 32,561,646</b>	<b>\$ 33,333,848</b>	<b>\$ 772,202</b>

### Department Personnel

	FY2011 Budget	FY2012 Adopted	FY2011–2012 Change
Collection Services	110.80	103.53	(7.27)
Energy Sustainability & Enviro Protect	14.75	14.50	(0.25)
Office of the Director	12.61	11.77	(0.84)
Waste Reduction & Disposal	1.05	0.00	(1.05)
<b>Total</b>	<b>139.21</b>	<b>129.80</b>	<b>(9.41)</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Non-Discretionary Adjustment</b>	0.00	\$ 20,006,408	\$ -
Total expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.			
<b>Equipment/Support for Information Technology</b>	0.00	499,465	-
Funding allocated according to a zero-based annual review of information technology funding requirements and priority analyses.			
<b>Hourly Personnel Funding</b>	0.58	53,788	-
Funding allocated according to a zero-based annual review of hourly funding requirements.			
<b>Reduction in Travel and Training</b>	0.00	(8,751)	-
Reduction of travel and training expenditures.			
<b>Reduction in Cellular Phones</b>	0.00	(30,000)	-
Reduction of cellular phone expenditures.			

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## Significant Budget Adjustments (Cont'd)

	FTE	Expenditures	Revenue
<b>Community Enhancement Program</b> Reduction of non-personnel expenditures that will result in the elimination of the Community Enhancement Program. This will impact the funding for hardship abatements and mini-community cleanups provided by the Alpha Project.	0.00	(30,000)	-
<b>Reduction of Human Resources Analyst</b> Reduction of 1.00 Human Resources Analyst. This position has three funding sources as follows: 0.35 FTE position in the General Fund, 0.34 FTE position in the Refuse Disposal Fund; and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.35)	(37,226)	-
<b>Reduction of Hazmat Inspector 2</b> Reduction of 0.50 Hazmat Inspector 2. Impacts include less hazmat inspections and monitoring, as well as less training to meet mandated training requirements.	(0.50)	(48,350)	-
<b>Reduction in Overtime</b> Reduction of overtime expenditures.	0.00	(94,969)	-
<b>Reduction of Administrative Aide 2s</b> Reduction of 2.00 Administrative Aide 2s. This position has three funding sources as follows: 1.35 FTE positions in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(1.35)	(105,191)	-
<b>Reduction of Collection Supervisor</b> Reduction of 1.00 Area Refuse Collection Supervisor. Impacts include the reduction of the division's safety and training program for all trash, recycling, and yard waste drivers.	(1.00)	(105,748)	-
<b>Reduction of Utility Worker 2s</b> Reduction of 2.50 Utility Worker 2s. This position has three funding sources as follows: 1.85 FTE positions in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(1.85)	(117,247)	-
<b>Environmental Services Operations Station</b> Reduction of non-personnel expenditures due to a decrease in the Environmental Services Operations Station (ESOS) lease payment.	0.00	(137,762)	-
<b>Automated Refuse Containers</b> Reduction of non-personnel expenditures due to a decrease in funding for automated refuse containers.	0.00	(300,000)	-
<b>Reduction of Small Business Customers</b> Reduction of 1.00 Sanitation Driver 2 and associated non-personnel expenditures as a result of the removal of refuse collection services from business customers. This reduction would impact approximately 4,500 business customers.	(1.00)	(355,130)	-

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## Significant Budget Adjustments (Cont'd)

	FTE	Expenditures	Revenue
<b>Reduction of Public Hold Harmless Agreements</b>	(3.00)	(821,682)	-
Reduction of 1.00 Sanitation Driver 1, 1.00 Sanitation Driver 2, 1.00 Sanitation Driver 3, and associated non-personnel expenditures as a result of the removal of refuse collection services from customers serviced under hold harmless agreements. This reduction would impact approximately 14,200 customers located on private streets.			
<b>Reclassification of Tipping Fee Expenditures</b>	0.00	(1,050,000)	-
Adjustment reflects the reclassification of tipping fees associated with the Otay and Sycamore landfills from discretionary to non-discretionary.			
<b>Revised Revenue</b>	0.00	-	163,076
Adjustment to reflect Fiscal Year 2012 revenue projections			
<b>Total</b>	<b>(8.47)</b>	<b>\$ 17,317,605</b>	<b>\$ 163,076</b>

## Expenditures by Category

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
<b>PERSONNEL</b>			
Salaries and Wages	\$ 7,607,516	\$ 7,501,992	\$ (105,524)
Fringe Benefits	4,864,973	4,652,195	(212,778)
<b>PERSONNEL SUBTOTAL</b>	<b>\$ 12,472,489</b>	<b>\$ 12,154,187</b>	<b>\$ (318,302)</b>
<b>NON-PERSONNEL</b>			
Supplies	\$ 635,213	\$ 331,833	\$ (303,380)
Contracts	18,833,972	20,088,171	1,254,199
Information Technology	405,914	499,465	93,551
Energy and Utilities	170,275	159,269	(11,006)
Other	27,828	84,968	57,140
Capital Expenditures	15,955	15,955	-
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$ 20,089,157</b>	<b>\$ 21,179,661</b>	<b>\$ 1,090,504</b>
<b>Total</b>	<b>\$ 32,561,646</b>	<b>\$ 33,333,848</b>	<b>\$ 772,202</b>

## Revenues by Category

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
Charges for Current Services	\$ 550,000	\$ 902,903	\$ 352,903
Fines, Forfeitures, and Penalties	10,000	5,000	(5,000)
Licenses and Permits	56,727	80,000	23,273
Other Local Taxes	120,000	120,000	-
Other Revenue	258,100	50,000	(208,100)
<b>Total</b>	<b>\$ 994,827</b>	<b>\$ 1,157,903</b>	<b>\$ 163,076</b>

## Personnel Expenditures

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
<b>Salaries and Wages</b>						
20000011	1104	Account Clerk	2.05	1.35	\$31,491 - \$37,918	\$ 51,450
20000012	1105	Administrative Aide 1	0.50	0.50	36,962 - 44,533	22,395
20000024	1107	Administrative Aide 2	1.35	0.00	42,578 - 51,334	-



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## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
20000860	1835	Area Refuse Collection Supervisor	5.35	<b>4.35</b>	50,835 - 60,694	262,000
90000860	1835	Area Refuse Collection Supervisor - Hourly	0.00	<b>0.23</b>	50,835 - 60,694	11,692
20000037	1119	Asbestos Program Manager	1.00	<b>1.00</b>	72,966 - 88,546	88,988
20000038	1122	Asbestos and Lead Program Inspector	5.00	<b>5.00</b>	55,078 - 66,768	315,610
20001092	2123	Assistant Environmental Services Director	0.35	<b>0.35</b>	31,741 - 173,971	42,781
20000143	1221	Associate Engineer-Civil	0.35	<b>0.00</b>	66,622 - 80,454	-
20000119	1218	Associate Management Analyst	0.95	<b>0.85</b>	54,059 - 65,333	52,476
20000302	1353A	Community Development Specialist 3	1.00	<b>1.00</b>	62,254 - 75,275	75,651
20000354	1389	Custodian 2	0.35	<b>0.35</b>	26,250 - 31,242	10,934
20001168	2214	Deputy Director	1.13	<b>1.13</b>	46,966 - 172,744	129,494
90001168	2214	Deputy Director - Hourly	0.00	<b>0.35</b>	46,966 - 172,744	38,449
20000863	1839	District Refuse Collection Supervisor	2.00	<b>2.00</b>	59,654 - 71,448	141,467
20001149	2192	Environmental Services Director	0.35	<b>0.35</b>	59,155 - 224,099	48,647
20000924	1876	Executive Secretary	0.35	<b>0.35</b>	43,555 - 52,666	18,516
20000521	1527	Hazardous Materials Inspector 2	3.50	<b>3.00</b>	55,078 - 66,768	202,132
20000548	1544	Hazardous Materials Inspector 3	1.00	<b>1.00</b>	60,674 - 73,507	73,874
20000178	1243	Information Systems Administrator	0.28	<b>0.28</b>	73,466 - 88,982	24,913
20000290	1348	Information Systems Analyst 2	1.10	<b>1.10</b>	54,059 - 65,333	69,972
20000293	1349	Information Systems Analyst 3	0.23	<b>0.23</b>	59,363 - 71,760	16,500
20000998	1926	Information Systems Analyst 4	0.46	<b>0.46</b>	66,768 - 80,891	37,200
20000680	1648	Payroll Specialist 2	0.75	<b>0.96</b>	34,611 - 41,787	39,138
20001222	2270	Program Manager	0.15	<b>0.15</b>	46,966 - 172,744	14,329
20000783	1776	Public Information Clerk	2.80	<b>2.80</b>	31,491 - 37,918	105,926
20000784	1777	Public Information Officer	0.70	<b>0.70</b>	43,514 - 52,707	37,058
20000776	1766	Public Works Dispatcher	1.20	<b>1.20</b>	35,755 - 43,098	52,007
20000847	1823	Safety Officer	0.35	<b>0.35</b>	57,907 - 69,930	24,597
20000854	1826	Safety Representative 2	0.35	<b>0.35</b>	50,461 - 61,027	21,475
20001042	1972	Safety and Training Manager	0.36	<b>0.36</b>	66,768 - 80,891	28,407
20000859	1834	Sanitation Driver 1	12.00	<b>12.00</b>	36,920 - 44,158	517,454
20000857	1832	Sanitation Driver 2	75.00	<b>72.00</b>	45,261 - 53,331	3,828,983
20000851	1824	Sanitation Driver 3	10.00	<b>9.00</b>	47,528 - 55,952	334,033
20000869	1844	Senior Account Clerk	0.35	<b>0.35</b>	36,067 - 43,514	15,302
20000885	1855	Senior Civil Engineer	1.00	<b>1.00</b>	76,794 - 92,851	93,316
20000927	1879	Senior Clerk/Typist	0.30	<b>0.30</b>	36,067 - 43,514	13,046
20000312	1365	Senior Department Human Resources Analyst	0.35	<b>0.00</b>	59,363 - 71,760	-
20000015	1106	Senior Management Analyst	0.35	<b>0.35</b>	59,363 - 71,760	25,248
20000947	1896	Supervising Hazardous Materials Inspector	1.00	<b>1.00</b>	66,685 - 80,870	81,274
20000970	1917	Supervising Management Analyst	0.35	<b>0.35</b>	66,768 - 80,891	28,308



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## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
20001053	1979	Utility Worker 2	2.85	<b>1.00</b>	33,322 - 39,666	39,667
20000756	1746	Word Processing Operator	0.35	<b>0.35</b>	31,491 - 37,918	13,339
		Bilingual - Regular				3,480
		Confined Space Pay				2,689
		Overtime Budgeted				391,183
		Reg Pay For Engineers				13,928
		Termination Pay Annual Leave				42,664
<b>Salaries and Wages Subtotal</b>			<b>139.21</b>	<b>129.80</b>		<b>\$ 7,501,992</b>
<b>Fringe Benefits</b>						
		Employee Offset Savings				\$ 31,201
		Flexible Benefits				712,996
		Long-Term Disability				39,167
		Medicare				85,696
		Other Post-Employment Benefits				758,478
		Retiree Medical Trust				466
		Retirement 401 Plan				1,861
		Retirement ARC				2,197,887
		Retirement DROP				28,893
		Retirement Offset Contribution				3,099
		Risk Management Administration				126,554
		Supplemental Pension Savings Plan				373,842
		Unemployment Insurance				27,516
		Workers' Compensation				264,539
<b>Fringe Benefits Subtotal</b>						<b>\$ 4,652,195</b>
<b>Total Personnel Expenditures</b>						<b>\$ 12,154,187</b>

## Automated Refuse Container Fund

### Department Expenditures

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
Collection Services	\$ 500,000	\$ 800,000	\$ 300,000
<b>Total</b>	<b>\$ 500,000</b>	<b>\$ 800,000</b>	<b>\$ 300,000</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Purchase of Automated Refuse Containers</b>	0.00	\$ 300,000	\$ -
Addition for the purchase of automated refuse containers. Funds are needed to purchase refuse containers for new residential units and replacement containers to be sold to residents.			
<b>Total</b>	<b>0.00</b>	<b>\$ 300,000</b>	<b>\$ -</b>

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## Expenditures by Category

		FY2011 Budget		FY2012 Adopted		FY2011–2012 Change
<b>NON-PERSONNEL</b>						
Supplies	\$	500,000	\$	750,000	\$	250,000
Contracts		-		50,000		50,000
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$</b>	<b>500,000</b>	<b>\$</b>	<b>800,000</b>	<b>\$</b>	<b>300,000</b>
<b>Total</b>	<b>\$</b>	<b>500,000</b>	<b>\$</b>	<b>800,000</b>	<b>\$</b>	<b>300,000</b>

## Revenues by Category

		FY2011 Budget		FY2012 Adopted		FY2011–2012 Change
Charges for Current Services	\$	500,000	\$	500,000	\$	-
<b>Total</b>	<b>\$</b>	<b>500,000</b>	<b>\$</b>	<b>500,000</b>	<b>\$</b>	<b>-</b>

# Energy Conservation Program Fund

## Department Expenditures

		FY2011 Budget		FY2012 Adopted		FY2011–2012 Change
Energy Sustainability & Enviro Protect	\$	2,396,908	\$	2,476,657	\$	79,749
<b>Total</b>	<b>\$</b>	<b>2,396,908</b>	<b>\$</b>	<b>2,476,657</b>	<b>\$</b>	<b>79,749</b>

## Department Personnel

		FY2011 Budget		FY2012 Adopted		FY2011–2012 Change
Energy Sustainability & Enviro Protect		14.20		12.85		(1.35)
<b>Total</b>		<b>14.20</b>		<b>12.85</b>		<b>(1.35)</b>

## Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Equipment/Support for Information Technology</b> Funding allocated according to a zero-based annual review of information technology funding requirements and priority analyses.	0.00	\$ 349,861	\$ -
<b>Non-Discretionary Adjustment</b> Total expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	89,753	-
<b>Hourly Personnel Funding</b> Funding allocated according to a zero-based annual review of hourly funding requirements.	1.35	35,153	-
<b>Reduction of Management Interns</b> Reduction of 1.35 Management Intern hourly positions.	(1.35)	(35,153)	-
<b>Revised Revenue</b> Adjustment to reflect Fiscal Year 2012 revenue projections.	0.00	-	1,788,137
<b>Total</b>	<b>0.00</b>	<b>\$ 439,614</b>	<b>\$ 1,788,137</b>

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## Expenditures by Category

		FY2011 Budget		FY2012 Adopted		FY2011-2012 Change
<b>PERSONNEL</b>						
Salaries and Wages	\$	971,753	\$	972,914	\$	1,161
Fringe Benefits		619,859		579,830		(40,029)
<b>PERSONNEL SUBTOTAL</b>	<b>\$</b>	<b>1,591,612</b>	<b>\$</b>	<b>1,552,744</b>	<b>\$</b>	<b>(38,868)</b>
<b>NON-PERSONNEL</b>						
Supplies	\$	17,450	\$	17,450	\$	-
Contracts		433,702		449,169		15,467
Information Technology		275,319		349,861		74,542
Energy and Utilities		12,795		14,597		1,802
Other		36,030		62,836		26,806
Capital Expenditures		30,000		30,000		-
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$</b>	<b>805,296</b>	<b>\$</b>	<b>923,913</b>	<b>\$</b>	<b>118,617</b>
<b>Total</b>	<b>\$</b>	<b>2,396,908</b>	<b>\$</b>	<b>2,476,657</b>	<b>\$</b>	<b>79,749</b>

## Revenues by Category

		FY2011 Budget		FY2012 Adopted		FY2011-2012 Change
Charges for Current Services	\$	430,000	\$	640,709	\$	210,709
Other Financial Sources (Uses)		503,222		2,396,908		1,893,686
Revenue from Federal Agencies		316,258		-		(316,258)
<b>Total</b>	<b>\$</b>	<b>1,249,480</b>	<b>\$</b>	<b>3,037,617</b>	<b>\$</b>	<b>1,788,137</b>

## Personnel Expenditures

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
<b>Salaries and Wages</b>						
20000024	1107	Administrative Aide 2	1.00	1.00	\$42,578 - \$51,334	\$ 44,756
20000119	1218	Associate Management Analyst	3.00	3.00	54,059 - 65,333	188,108
20001168	2214	Deputy Director	0.85	0.85	46,966 - 172,744	103,807
90001073	2103	Management Intern - Hourly	1.35	0.00	24,274 - 29,203	-
20001222	2270	Program Manager	1.00	1.00	46,966 - 172,744	92,150
20000761	1751	Project Officer 1	2.00	2.00	66,622 - 80,454	155,440
20000763	1752	Project Officer 2	1.00	1.00	76,794 - 92,851	93,316
20000015	1106	Senior Management Analyst	1.00	1.00	59,363 - 71,760	72,119
20000970	1917	Supervising Management Analyst	2.00	2.00	66,768 - 80,891	159,114
20000756	1746	Word Processing Operator	1.00	1.00	31,491 - 37,918	38,108
		Reg Pay For Engineers				25,996
<b>Salaries and Wages Subtotal</b>			<b>14.20</b>	<b>12.85</b>		<b>\$ 972,914</b>

## Fringe Benefits

Employee Offset Savings	\$	16,823
Flexible Benefits		88,624
Long-Term Disability		5,442
Medicare		12,674
Other Post-Employment Benefits		77,622
Retiree Medical Trust		237

# Environmental Services

## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
		Retirement 401 Plan				950
		Retirement ARC				311,030
		Retirement DROP				2,189
		Retirement Offset Contribution				2,365
		Risk Management Administration				12,884
		Supplemental Pension Savings Plan				34,167
		Unemployment Insurance				3,628
		Workers' Compensation				11,195
<b>Fringe Benefits Subtotal</b>						<b>\$ 579,830</b>
<b>Total Personnel Expenditures</b>						<b>\$ 1,552,744</b>

## Recycling Fund

### Department Expenditures

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
Collection Services	\$ 13,821,287	\$ 14,757,758	\$ 936,471
Energy Sustainability & Enviro Protect	1,717,175	1,773,694	56,519
Office of the Director	2,643,433	2,775,608	132,175
Waste Reduction & Disposal	1,562,151	1,494,687	(67,464)
<b>Total</b>	<b>\$ 19,744,046</b>	<b>\$ 20,801,747</b>	<b>\$ 1,057,701</b>

### Department Personnel

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
Collection Services	81.26	81.47	0.21
Energy Sustainability & Enviro Protect	3.15	5.05	1.90
Office of the Director	12.57	11.15	(1.42)
Waste Reduction & Disposal	11.43	10.56	(0.87)
<b>Total</b>	<b>108.41</b>	<b>108.23</b>	<b>(0.18)</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Non-Discretionary Adjustment</b>	0.00	\$ 7,366,612	\$ -
Total expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.			
<b>Equipment/Support for Information Technology</b>	0.00	526,361	-
Funding allocated according to a zero-based annual review of information technology funding requirements and priority analyses.			
<b>Hourly Personnel Funding</b>	4.26	140,780	-
Funding allocated according to a zero-based annual review of hourly funding requirements.			

# Environmental Services

## Significant Budget Adjustments (Cont'd)

	FTE	Expenditures	Revenue
<b>Overtime Support</b> Addition of funding for overtime due to the implementation of the 4/10/5 collection schedule.	0.00	71,600	-
<b>Reduction of Utility Worker 2s</b> Reduction of 2.50 Utility Worker 2s. This position has three funding sources as follows: 1.85 FTE position in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.31)	(19,647)	-
<b>Reduction of Administrative Aide 2s</b> Reduction of 2.00 Administrative Aide 2s. This position has three funding sources as follows: 1.35 FTE positions in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.31)	(24,155)	-
<b>Reduction of Human Resources Analyst</b> Reduction of 1.00 Human Resources Analyst. This position has three funding sources as follows: 0.35 FTE position in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.31)	(32,971)	-
<b>Reclassification of Tipping Fee Expenditures</b> Adjustment reflects the reclassification of tipping fees associated with the Otay and Sycamore landfills from discretionary to non-discretionary.	0.00	(83,760)	-
<b>Publishing Services Managed Competition Savings</b> Adjustment to reflect savings to Publishing Services client departments realized by the Managed Competition winning bid.	0.00	(108,075)	-
<b>Reduction of Public Hold Harmless Agreements</b> Reduction of 1.00 Sanitation Driver 2 and associated non-personnel expenditures as a result of the removal of refuse collection services from customers serviced under hold harmless agreements. This reduction would impact approximately 14,200 customers located on private streets.	(1.00)	(192,939)	-
<b>One-Time Reductions and Annualizations</b> Adjustment to reflect the removal of one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2011.	0.00	(1,306,917)	5,200
<b>Revised Revenue</b> Adjustment to reflect Fiscal Year 2012 revenue projections.	0.00	-	912,500
<b>Total</b>	<b>2.33</b>	<b>\$ 6,336,889</b>	<b>\$ 917,700</b>

## Expenditures by Category

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
<b>PERSONNEL</b>			
Salaries and Wages	\$ 5,378,713	\$ 5,677,652	\$ 298,939
Fringe Benefits	3,652,044	3,768,860	116,816
<b>PERSONNEL SUBTOTAL</b>	<b>\$ 9,030,757</b>	<b>\$ 9,446,512</b>	<b>\$ 415,755</b>

# Environmental Services

## Expenditures by Category (Cont'd)

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
<b>NON-PERSONNEL</b>			
Supplies	\$ 1,400,467	\$ 925,467	\$ (475,000)
Contracts	7,982,138	9,108,266	1,126,128
Information Technology	404,770	526,361	121,591
Energy and Utilities	114,293	153,842	39,549
Other	48,072	147,750	99,678
Appropriated Reserve	-	480,000	480,000
Capital Expenditures	763,549	13,549	(750,000)
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$ 10,713,289</b>	<b>\$ 11,355,235</b>	<b>\$ 641,946</b>
<b>Total</b>	<b>\$ 19,744,046</b>	<b>\$ 20,801,747</b>	<b>\$ 1,057,701</b>

## Revenues by Category

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
Charges for Current Services	\$ 17,603,374	\$ 18,454,874	\$ 851,500
Other Revenue	356,920	437,920	81,000
Revenue from Money and Property	442,800	428,000	(14,800)
<b>Total</b>	<b>\$ 18,403,094</b>	<b>\$ 19,320,794</b>	<b>\$ 917,700</b>

## Personnel Expenditures

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
<b>Salaries and Wages</b>						
20000011	1104	Account Clerk	0.93	0.71	\$31,491 - \$37,918	\$ 27,057
20000024	1107	Administrative Aide 2	1.31	1.00	42,578 - 51,334	51,989
20000860	1835	Area Refuse Collection Supervisor	3.31	3.31	50,835 - 60,694	198,260
90000860	1835	Area Refuse Collection Supervisor - Hourly	0.00	0.60	50,835 - 60,694	30,501
20000088	1167A	Assistant Engineer-Mechanical	1.00	1.00	57,866 - 69,722	67,979
20001092	2123	Assistant Environmental Services Director	0.31	0.31	31,741 - 173,971	37,873
20000143	1221	Associate Engineer-Civil	0.31	0.00	66,622 - 80,454	-
20000119	1218	Associate Management Analyst	1.73	2.66	54,059 - 65,333	93,827
90000119	1218	Associate Management Analyst - Hourly	0.00	0.42	54,059 - 65,333	22,705
20000266	1330	Cashier	1.00	1.00	31,491 - 37,918	37,092
20000354	1389	Custodian 2	0.31	0.31	26,250 - 31,242	9,686
20001168	2214	Deputy Director	0.89	0.89	46,966 - 172,744	101,774
20001149	2192	Environmental Services Director	0.31	0.31	59,155 - 224,099	43,079
20000924	1876	Executive Secretary	0.31	0.31	43,555 - 52,666	16,415
90000548	1544	Hazardous Material Inspector 3 - Hourly	0.00	0.35	60,674 - 73,507	7,885
20000521	1527	Hazardous Materials Inspector 2	1.50	1.50	55,078 - 66,768	85,095
20000548	1544	Hazardous Materials Inspector 3	1.00	1.00	60,674 - 73,507	62,494
20000501	1512	Heavy Truck Driver 2	1.00	1.00	37,565 - 45,302	-
20000178	1243	Information Systems Administrator	0.20	0.20	73,466 - 88,982	17,796
20000290	1348	Information Systems Analyst 2	0.82	0.82	54,059 - 65,333	52,235

# Environmental Services

## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
20000293	1349	Information Systems Analyst 3	0.22	<b>0.22</b>	59,363 - 71,760	15,792
20000998	1926	Information Systems Analyst 4	0.44	<b>0.44</b>	66,768 - 80,891	35,592
90001073	2103	Management Intern - Hourly	2.92	<b>2.89</b>	24,274 - 29,203	70,151
20000680	1648	Payroll Specialist 2	1.21	<b>0.72</b>	34,611 - 41,787	29,557
20001222	2270	Program Manager	0.35	<b>0.35</b>	46,966 - 172,744	33,431
20000783	1776	Public Information Clerk	2.47	<b>2.47</b>	31,491 - 37,918	93,493
20000784	1777	Public Information Officer	0.62	<b>0.62</b>	43,514 - 52,707	32,858
20000776	1766	Public Works Dispatcher	0.70	<b>0.70</b>	35,755 - 43,098	30,322
20001032	1961	Public Works Supervisor	1.00	<b>1.00</b>	49,525 - 59,966	60,266
20000557	1556	Recycling Program Manager	0.38	<b>0.38</b>	76,731 - 92,893	32,911
20000562	1558	Recycling Specialist 2	3.96	<b>3.96</b>	54,059 - 65,333	251,733
20000565	1561	Recycling Specialist 3	0.23	<b>0.23</b>	59,363 - 71,760	14,065
20000847	1823	Safety Officer	0.31	<b>0.31</b>	57,907 - 69,930	21,800
20000854	1826	Safety Representative 2	0.31	<b>0.31</b>	50,461 - 61,027	19,016
20001042	1972	Safety and Training Manager	0.31	<b>0.31</b>	66,768 - 80,891	24,456
20000859	1834	Sanitation Driver 1	11.50	<b>12.00</b>	36,920 - 44,158	513,028
20000857	1832	Sanitation Driver 2	51.00	<b>50.00</b>	45,261 - 53,331	2,511,342
20000851	1824	Sanitation Driver 3	5.00	<b>5.00</b>	47,528 - 55,952	279,760
20000869	1844	Senior Account Clerk	0.31	<b>0.31</b>	36,067 - 43,514	13,561
20000927	1879	Senior Clerk/Typist	1.43	<b>1.43</b>	36,067 - 43,514	62,480
20000312	1365	Senior Department Human Resources Analyst	0.31	<b>0.00</b>	59,363 - 71,760	-
20000015	1106	Senior Management Analyst	0.31	<b>0.31</b>	59,363 - 71,760	22,351
20000970	1917	Supervising Management Analyst	1.31	<b>1.31</b>	66,768 - 80,891	103,543
20001051	1978	Utility Worker 1	1.00	<b>1.00</b>	30,534 - 36,296	36,296
20001053	1979	Utility Worker 2	3.81	<b>3.50</b>	33,322 - 39,666	79,333
20000756	1746	Word Processing Operator	0.76	<b>0.76</b>	31,491 - 37,918	28,968
		Bilingual - Regular				6,196
		Confined Space Pay				2,331
		Exceptional Performance Pay-Classified				792
		Overtime Budgeted				261,821
		Termination Pay Annual Leave				26,665
<b>Salaries and Wages Subtotal</b>			<b>108.41</b>	<b>108.23</b>		<b>\$ 5,677,652</b>

## Fringe Benefits

Employee Offset Savings	\$	28,055
Flexible Benefits		574,160
Long-Term Disability		30,863
Medicare		73,738
Other Post-Employment Benefits		602,652
Retirement ARC		1,777,334
Retirement DROP		14,513
Retirement Offset Contribution		4,984
Risk Management Administration		100,142



# Environmental Services

## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
		Supplemental Pension Savings Plan				267,679
		Unemployment Insurance				20,425
		Workers' Compensation				274,315
<b>Fringe Benefits Subtotal</b>						<b>\$ 3,768,860</b>
<b>Total Personnel Expenditures</b>						<b>\$ 9,446,512</b>

## Refuse Disposal Fund

### Department Expenditures

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
Collection Services	\$ 1,511,283	\$ 965,917	\$ (545,366)
Energy Sustainability & Enviro Protect	1,111,885	1,173,211	61,326
Office of the Director	4,190,803	3,977,004	(213,799)
Waste Reduction & Disposal	27,646,483	28,445,943	799,460
<b>Total</b>	<b>\$ 34,460,454</b>	<b>\$ 34,562,075</b>	<b>\$ 101,621</b>

### Department Personnel

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
Collection Services	6.44	6.10	(0.34)
Energy Sustainability & Enviro Protect	7.75	7.95	0.20
Office of the Director	18.13	16.43	(1.70)
Waste Reduction & Disposal	134.29	130.43	(3.86)
<b>Total</b>	<b>166.61</b>	<b>160.91</b>	<b>(5.70)</b>

### Significant Budget Adjustments

	FTE	Expenditures	Revenue
<b>Non-Discretionary Adjustment</b> Total expenditure allocations that are determined outside of the department's direct control. These allocations are generally based on prior year expenditure trends and examples of these include utilities, insurance, and rent.	0.00	\$ 3,572,325	\$ -
<b>Equipment/Support for Information Technology</b> Funding allocated according to a zero-based annual review of information technology funding requirements and priority analyses.	0.00	974,173	-
<b>Hourly Personnel Funding</b> Funding allocated according to a zero-based annual review of hourly funding requirements.	2.45	93,296	-
<b>Support for Safety and Maintenance of Visitor-Related Facilities</b> Support to reimburse the General Fund for expenditures associated with the safety and maintenance of visitor-related facilities.	0.00	(8,500)	-

# Environmental Services

## Significant Budget Adjustments (Cont'd)

	FTE	Expenditures	Revenue
<b>Reduction of Utility Worker 2s</b> Reduction of 2.50 Utility Worker 2s. This position has three funding sources as follows: 1.85 FTE position in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.34)	(21,549)	-
<b>Reduction of Administrative Aide 2s</b> Reduction of 2.00 Administrative Aide 2s. This position has three funding sources as follows: 1.35 FTE positions in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.34)	(26,492)	-
<b>Reduction of Human Resources Analyst</b> Reduction of 1.00 Human Resources Analyst. This position has three funding sources as follows: 0.35 FTE position in the General Fund, 0.34 FTE position in the Refuse Disposal Fund, and 0.31 FTE position in the Recycling Fund. This reduction is reflected in the appropriate funds.	(0.34)	(36,165)	-
<b>One-Time Reductions and Annualizations</b> Adjustment to reflect the removal of one-time revenues and expenditures, and the annualization of revenues and expenditures, implemented in Fiscal Year 2011.	0.00	(124,833)	645,664
<b>Reductions Due to Efficiencies</b> Reduction of 4.00 Disposal Site Representatives, 1.00 Code Compliance Supervisor, 1.00 Associate Management Analyst, and 1.00 Biologist 2 as a result of department efficiency efforts.	(7.00)	(544,801)	-
<b>Revised Revenue</b> Adjustment to reflect Fiscal Year 2012 revenue projections.	0.00	-	(121,227)
<b>Total</b>	<b>(5.57)</b>	<b>\$ 3,877,454</b>	<b>\$ 524,437</b>

## Expenditures by Category

	FY2011 Budget	FY2012 Adopted	FY2011-2012 Change
<b>PERSONNEL</b>			
Salaries and Wages	\$ 8,486,449	\$ 8,987,085	\$ 500,636
Fringe Benefits	5,624,669	5,700,547	75,878
<b>PERSONNEL SUBTOTAL</b>	<b>\$ 14,111,118</b>	<b>\$ 14,687,632</b>	<b>\$ 576,514</b>
<b>NON-PERSONNEL</b>			
Supplies	\$ 589,469	\$ 573,969	\$ (15,500)
Contracts	16,618,563	15,698,229	(920,334)
Information Technology	1,441,283	974,173	(467,110)
Energy and Utilities	1,449,456	1,312,916	(136,540)
Other	104,916	249,508	144,592
Appropriated Reserve	-	920,000	920,000
Capital Expenditures	129,393	129,393	-
Debt	16,256	16,255	(1)
<b>NON-PERSONNEL SUBTOTAL</b>	<b>\$ 20,349,336</b>	<b>\$ 19,874,443</b>	<b>\$ (474,893)</b>
<b>Total</b>	<b>\$ 34,460,454</b>	<b>\$ 34,562,075</b>	<b>\$ 101,621</b>

# Environmental Services

## Revenues by Category

		FY2011 Budget		FY2012 Adopted		FY2011–2012 Change
Charges for Current Services	\$	26,086,151	\$	26,665,814	\$	579,663
Fines, Forfeitures, and Penalties		10,500		32,500		22,000
Other Financial Sources (Uses)		816,800		807,434		(9,366)
Other Revenue		450,000		442,140		(7,860)
Revenue from Money and Property		1,320,000		1,760,000		440,000
<b>Total</b>	<b>\$</b>	<b>28,683,451</b>	<b>\$</b>	<b>29,707,888</b>	<b>\$</b>	<b>1,024,437</b>

## Personnel Expenditures

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
<b>Salaries and Wages</b>						
20000011	1104	Account Clerk	1.02	1.94	\$31,491 - \$37,918	\$ 73,926
20000012	1105	Administrative Aide 1	0.50	1.50	36,962 - 44,533	67,117
20000024	1107	Administrative Aide 2	1.34	0.00	42,578 - 51,334	-
20000860	1835	Area Refuse Collection Supervisor	1.34	1.34	50,835 - 60,694	81,742
90001140	2181	Assistant Department Director - Hourly	0.00	0.35	31,741 - 173,971	36,000
20000070	1153	Assistant Engineer-Civil	2.00	2.00	57,866 - 69,722	138,050
20001092	2123	Assistant Environmental Services Director	0.34	0.34	31,741 - 173,971	41,546
90001092	2123	Assistant Environmental Services Director - Hourly	0.31	0.00	31,741 - 173,971	-
20000143	1221	Associate Engineer-Civil	4.34	5.00	66,622 - 80,454	401,871
20000119	1218	Associate Management Analyst	3.07	2.49	54,059 - 65,333	152,352
20000655	1624	Biologist 2	1.00	0.00	53,726 - 65,333	-
20000649	1622A	Biologist 3	1.00	1.00	62,005 - 75,067	73,190
20000306	1356	Code Compliance Officer	16.00	16.00	37,232 - 44,803	623,658
20000307	1357	Code Compliance Supervisor	2.00	1.00	42,890 - 51,334	51,528
20000354	1389	Custodian 2	0.34	0.34	26,250 - 31,242	10,622
20001168	2214	Deputy Director	1.13	1.13	46,966 - 172,744	129,645
20000389	1412	Disposal Site Representative	14.00	10.00	32,968 - 39,811	361,658
20000390	1413	Disposal Site Supervisor	4.00	4.00	52,104 - 62,982	241,668
20001149	2192	Environmental Services Director	0.34	0.34	59,155 - 224,099	47,244
20000420	1437	Equipment Mechanic	2.00	2.00	44,366 - 53,206	97,572
20000426	1439	Equipment Operator 1	5.00	5.00	37,690 - 45,115	135,004
20000430	1440	Equipment Operator 2	5.00	5.00	41,350 - 49,462	239,198
20000439	1447	Equipment Service Writer	1.00	1.00	47,715 - 57,158	57,158
20000924	1876	Executive Secretary	0.34	0.34	43,555 - 52,666	18,000
20001049	1976	General Utility Supervisor	1.00	1.00	59,342 - 71,760	-
20000521	1527	Hazardous Materials Inspector 2	5.00	5.00	55,078 - 66,768	326,711
20000501	1512	Heavy Truck Driver 2	3.00	3.00	37,565 - 45,302	135,681
20000178	1243	Information Systems Administrator	0.52	0.52	73,466 - 88,982	46,273
20000290	1348	Information Systems Analyst 2	2.08	2.08	54,059 - 65,333	132,388
20000293	1349	Information Systems Analyst 3	0.55	0.55	59,363 - 71,760	39,468
20000998	1926	Information Systems Analyst 4	1.10	1.10	66,768 - 80,891	88,990

# Environmental Services

## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
20000590	1580	Laboratory Technician	1.00	<b>1.00</b>	40,622 - 49,067	45,908
20000589	1579	Laborer	8.00	<b>8.00</b>	29,182 - 34,757	273,959
20001019	1939	Land Surveying Associate	1.00	<b>1.00</b>	66,622 - 80,454	80,857
20000580	1573	Landfill Equipment Operator	20.00	<b>20.00</b>	47,528 - 56,846	1,129,356
90001073	2103	Management Intern - Hourly	2.10	<b>2.10</b>	24,274 - 29,203	50,975
20000680	1648	Payroll Specialist 2	1.04	<b>1.32</b>	34,611 - 41,787	54,318
20000518	1525	Principal Survey Aide	1.00	<b>1.00</b>	50,003 - 60,549	60,851
20001222	2270	Program Manager	1.50	<b>1.50</b>	46,966 - 172,744	144,759
20000761	1751	Project Officer 1	1.00	<b>1.00</b>	66,622 - 80,454	80,857
20000763	1752	Project Officer 2	1.00	<b>1.00</b>	76,794 - 92,851	90,530
20000783	1776	Public Information Clerk	2.73	<b>2.73</b>	31,491 - 37,918	103,199
20000784	1777	Public Information Officer	0.68	<b>0.68</b>	43,514 - 52,707	36,024
20000776	1766	Public Works Dispatcher	0.10	<b>0.10</b>	35,755 - 43,098	4,323
20001032	1961	Public Works Supervisor	2.00	<b>2.00</b>	49,525 - 59,966	120,532
20000557	1556	Recycling Program Manager	0.62	<b>0.62</b>	76,731 - 92,893	53,693
20000562	1558	Recycling Specialist 2	5.54	<b>5.54</b>	54,059 - 65,333	339,709
20000565	1561	Recycling Specialist 3	1.77	<b>1.77</b>	59,363 - 71,760	119,198
20000847	1823	Safety Officer	0.34	<b>0.34</b>	57,907 - 69,930	23,884
20000854	1826	Safety Representative 2	0.34	<b>0.34</b>	50,461 - 61,027	20,852
20001042	1972	Safety and Training Manager	0.33	<b>0.33</b>	66,768 - 80,891	26,029
20000869	1844	Senior Account Clerk	0.34	<b>0.34</b>	36,067 - 43,514	14,869
20000885	1855	Senior Civil Engineer	2.00	<b>2.00</b>	76,794 - 92,851	181,060
20000927	1879	Senior Clerk/Typist	1.27	<b>1.27</b>	36,067 - 43,514	55,392
20000965	1912	Senior Code Compliance Supervisor	1.00	<b>1.00</b>	47,174 - 56,618	56,901
20000312	1365	Senior Department Human Resources Analyst	0.34	<b>0.00</b>	59,363 - 71,760	-
20000907	1864	Senior Disposal Site Representative	2.00	<b>2.00</b>	36,067 - 43,638	43,856
20000015	1106	Senior Management Analyst	0.34	<b>0.34</b>	59,363 - 71,760	24,520
20000856	1830	Senior Mechanical Engineer	1.00	<b>1.00</b>	76,794 - 92,851	90,530
20000918	1872	Senior Planner	1.00	<b>1.00</b>	65,354 - 79,019	79,415
20000947	1896	Supervising Hazardous Materials Inspector	1.00	<b>1.00</b>	66,685 - 80,870	78,848
20000970	1917	Supervising Management Analyst	1.34	<b>1.34</b>	66,768 - 80,891	108,395
20001051	1978	Utility Worker 1	9.00	<b>9.00</b>	30,534 - 36,296	324,040
20001053	1979	Utility Worker 2	11.34	<b>11.00</b>	33,322 - 39,666	396,658
20000756	1746	Word Processing Operator	1.89	<b>1.89</b>	31,491 - 37,918	72,018
		Bilingual - Regular				9,252
		Confined Space Pay				21,051
		Engineering Geologist Pay				12,068
		Exceptional Performance Pay-Classified				13,286
		Overtime Budgeted				593,692
		Reg Pay For Engineers				79,025

# Environmental Services

## Personnel Expenditures (Cont'd)

Job Number	Job Class	Job Title / Wages	FY2011 Budget	FY2012 Adopted	Salary Range	Total
		Termination Pay Annual Leave				24,136
<b>Salaries and Wages Subtotal</b>			<b>166.61</b>	<b>160.91</b>		<b>\$ 8,987,085</b>
<b>Fringe Benefits</b>						
		Employee Offset Savings				\$ 70,681
		Flexible Benefits				914,966
		Long-Term Disability				46,319
		Medicare				107,582
		Other Post-Employment Benefits				908,214
		Retiree Medical Trust				201
		Retirement 401 Plan				803
		Retirement ARC				2,799,677
		Retirement DROP				20,421
		Retirement Offset Contribution				8,835
		Risk Management Administration				151,542
		Supplemental Pension Savings Plan				369,092
		Unemployment Insurance				31,811
		Workers' Compensation				270,403
<b>Fringe Benefits Subtotal</b>						<b>\$ 5,700,547</b>
<b>Total Personnel Expenditures</b>						<b>\$ 14,687,632</b>

# Environmental Services

## Revenue and Expense Statement (Non-General Fund)

Automated Refuse Container Fund	FY2011 Budget*		FY2012 Adopted	
BEGINNING BALANCE AND RESERVES				
Balance from Prior Year	\$	354,149	\$	864,334
TOTAL BALANCE AND RESERVES	\$	354,149	\$	864,334
REVENUE				
Automated Refuse Container Sales	\$	500,000	\$	500,000
TOTAL REVENUE	\$	500,000	\$	500,000
TOTAL BALANCE, RESERVES, AND REVENUE	\$	854,149	\$	1,364,334
OPERATING EXPENSE				
Automated Refuse Container Purchases	\$	500,000	\$	800,000
TOTAL OPERATING EXPENSE	\$	500,000	\$	800,000
TOTAL EXPENSE	\$	500,000	\$	800,000
BALANCE	\$	354,149	\$	564,334
TOTAL BALANCE, RESERVES, AND EXPENSE	\$	854,149	\$	1,364,334

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# Environmental Services

## Revenue and Expense Statement (Non-General Fund)

Energy Conservation Program Fund	FY2011 Budget*	FY2012 Adopted
<b>BEGINNING BALANCE AND RESERVES</b>		
Balance from Prior Year	\$ 1,138,837	\$ —
Funds Designated for Future Requirements	500,000	699,625
<b>TOTAL BALANCE AND RESERVES</b>	<b>\$ 1,638,837</b>	<b>\$ 699,625</b>
<b>REVENUE</b>		
Federal Grant Revenue	\$ 316,258	\$ —
Reimbursement Between Funds	430,000	640,709
Transfer from Central Garage Fund	7,682	287,781
Transfer from Development Services Fund	—	13,321
Transfer from General Fund	495,540	526,928
Transfer from QUALCOMM Fund	—	86,602
Transfer from Wastewater Metro Fund	—	956,219
Transfer from Wastewater Muni Fund	—	95,971
Transfer from Water Fund	—	430,086
<b>TOTAL REVENUE</b>	<b>\$ 1,249,480</b>	<b>\$ 3,037,617</b>
<b>TOTAL BALANCE, RESERVES, AND REVENUE</b>	<b>\$ 2,888,317</b>	<b>\$ 3,737,242</b>
<b>OPERATING EXPENSE</b>		
Division Administration	\$ 825,969	\$ 988,963
Fiscal Analysis	513,919	814,155
Grant Analysis and Administration	585,701	218,119
Technology Development and Engineering	471,319	455,420
<b>TOTAL OPERATING EXPENSE</b>	<b>\$ 2,396,908</b>	<b>\$ 2,476,657</b>
<b>TOTAL EXPENSE</b>	<b>\$ 2,396,908</b>	<b>\$ 2,476,657</b>
<b>RESERVES</b>		
Funds Designated for Future Requirements	\$ 491,409	\$ 1,260,585
<b>TOTAL RESERVES</b>	<b>\$ 491,409</b>	<b>\$ 1,260,585</b>
<b>BALANCE</b>	<b>\$ —</b>	<b>\$ —</b>
<b>TOTAL BALANCE, RESERVES, AND EXPENSE</b>	<b>\$ 2,888,317</b>	<b>\$ 3,737,242</b>

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# Environmental Services

## Revenue and Expense Statement (Non-General Fund)

Recycling Fund	FY2011 Budget*	FY2012 Adopted
<b>BEGINNING BALANCE AND RESERVES</b>		
Balance from Prior Year	\$ 4,322,302	\$ 11,509,796
Operating Reserve	—	480,000
<b>TOTAL BALANCE AND RESERVES</b>	<b>\$ 4,322,302</b>	<b>\$ 11,989,796</b>
<b>REVENUE</b>		
Curbside Recycling Revenue	\$ 4,000,000	\$ 5,260,000
Interest Revenue	300,000	270,000
Other Revenue	499,720	595,920
Recycling Fees (AB 939)	11,900,000	11,560,000
Service to Other Departments	963,374	894,874
Transfer from Refuse Disposal Enterprise Fund - Exempt Tonnage Subsidy	740,000	740,000
<b>TOTAL REVENUE</b>	<b>\$ 18,403,094</b>	<b>\$ 19,320,794</b>
<b>TOTAL BALANCE, RESERVES, AND REVENUE</b>	<b>\$ 22,725,396</b>	<b>\$ 31,310,590</b>
<b>OPERATING EXPENSE</b>		
Collection Services Division	\$ 13,821,287	\$ 14,757,758
Energy, Sustainability and Environmental Protection Division	1,717,175	1,773,694
Office of the Director	2,163,433	2,295,608
Waste Reduction and Disposal Division	1,562,151	1,494,687
Appropriated Reserve	480,000	480,000
<b>TOTAL OPERATING EXPENSE</b>	<b>\$ 19,744,046</b>	<b>\$ 20,801,747</b>
<b>TOTAL EXPENSE</b>	<b>\$ 19,744,046</b>	<b>\$ 20,801,747</b>
<b>RESERVES</b>		
Operating Reserve	\$ —	\$ 960,000
<b>TOTAL RESERVES</b>	<b>\$ —</b>	<b>\$ 960,000</b>
<b>BALANCE</b>	<b>\$ 2,981,350</b>	<b>\$ 9,548,843</b>
<b>TOTAL BALANCE, RESERVES, AND EXPENSE</b>	<b>\$ 22,725,396</b>	<b>\$ 31,310,590</b>

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# Environmental Services

## Revenue and Expense Statement (Non-General Fund)

Refuse Disposal Fund	FY2011 Budget*	FY2012 Adopted
<b>BEGINNING BALANCE AND RESERVES</b>		
Balance from Prior Year	\$ 16,712,241	\$ 20,925,813
Continuing Appropriation - CIP	—	25,853,679
Encumbrance for Prior Year Expenditures	—	1,739,921
Operating Reserve	—	920,000
Restricted Reserve	—	42,223,041
<b>TOTAL BALANCE AND RESERVES</b>	<b>\$ 16,712,241</b>	<b>\$ 91,662,454</b>
<b>REVENUE</b>		
Disposal Fees	\$ 23,692,217	\$ 24,003,741
General Fund Repayment of Loan for Operations Station	816,800	807,434
Greens/Wood Fees	1,710,000	1,710,000
Interest Revenue	1,820,000	1,760,000
Other Revenue	1,144,434	1,426,713
<b>TOTAL REVENUE</b>	<b>\$ 29,183,451</b>	<b>\$ 29,707,888</b>
<b>TOTAL BALANCE, RESERVES, AND REVENUE</b>	<b>\$ 45,895,692</b>	<b>\$ 121,370,342</b>
<b>CAPITAL IMPROVEMENT PROGRAM (CIP) EXPENSE</b>		
CIP Expenditures	\$ 4,425,000	\$ 5,848,090
<b>TOTAL CIP EXPENSE</b>	<b>\$ 4,425,000</b>	<b>\$ 5,848,090</b>
<b>OPERATING EXPENSE</b>		
Collection Services Division	\$ 1,511,283	\$ 965,917
Energy, Sustainability and Environmental Protection Division	1,111,885	1,173,211
Office of the Director	3,270,803	3,057,004
Transfer of Military/Other Exempt Tonnage Subsidy to Recycling Fund	740,000	740,000
Transfer to Landfill Closure Fund	2,000,000	2,000,000
Waste Reduction and Disposal Division	24,906,483	25,705,943
Appropriated Reserve	920,000	920,000
<b>TOTAL OPERATING EXPENSE</b>	<b>\$ 34,460,454</b>	<b>\$ 34,562,075</b>
<b>TOTAL EXPENSE</b>	<b>\$ 38,885,454</b>	<b>\$ 40,410,165</b>
<b>RESERVES</b>		
Continuing Appropriation - CIP	\$ —	\$ 25,853,679
Encumbrance for Prior Year Expenditures	—	1,739,921
Operating Reserve	—	1,840,000
Restricted Reserve	—	42,223,041
<b>TOTAL RESERVES</b>	<b>\$ —</b>	<b>\$ 71,656,641</b>
<b>BALANCE</b>	<b>\$ 7,010,238</b>	<b>\$ 9,303,536</b>
<b>TOTAL BALANCE, RESERVES, AND EXPENSE</b>	<b>\$ 45,895,692</b>	<b>\$ 121,370,342</b>

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